

94-2257 MA,LAWRENCE

06/29/04

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WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2257
Revision No.: 19
Date Of Last Revision: 06/23/2004

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	11.54
01012 - Accounting Clerk II	13.60
01013 - Accounting Clerk III	14.86
01014 - Accounting Clerk IV	15.43
01030 - Court Reporter	17.96
01050 - Dispatcher, Motor Vehicle	15.39
01060 - Document Preparation Clerk	13.60
01070 - Messenger (Courier)	10.12
01090 - Duplicating Machine Operator	13.60
01110 - Film/Tape Librarian	14.43
01115 - General Clerk I	11.36
01116 - General Clerk II	12.78
01117 - General Clerk III	14.06
01118 - General Clerk IV	15.80
01120 - Housing Referral Assistant	18.00
01131 - Key Entry Operator I	12.83
01132 - Key Entry Operator II	15.18
01191 - Order Clerk I	11.54
01192 - Order Clerk II	13.60
01261 - Personnel Assistant (Employment) I	13.60
01262 - Personnel Assistant (Employment) II	15.23
01263 - Personnel Assistant (Employment) III	17.30
01264 - Personnel Assistant (Employment) IV	18.11
01270 - Production Control Clerk	18.11
01290 - Rental Clerk	15.23
01300 - Scheduler, Maintenance	15.23
01311 - Secretary I	15.23
01312 - Secretary II	17.23
01313 - Secretary III	18.11
01314 - Secretary IV	21.94
01315 - Secretary V	24.73
01320 - Service Order Dispatcher	15.23

01341 - Stenographer I	13.60
01342 - Stenographer II	15.23
01400 - Supply Technician	21.94
01420 - Survey Worker (Interviewer)	13.60
01460 - Switchboard Operator-Receptionist	12.16
01510 - Test Examiner	17.23
01520 - Test Proctor	17.23
01531 - Travel Clerk I	11.98
01532 - Travel Clerk II	13.28
01533 - Travel Clerk III	14.70
01611 - Word Processor I	13.20
01612 - Word Processor II	14.81
01613 - Word Processor III	15.95
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.23
03041 - Computer Operator I	15.23
03042 - Computer Operator II	17.50
03043 - Computer Operator III	18.11
03044 - Computer Operator IV	21.67
03045 - Computer Operator V	24.00
03071 - Computer Programmer I (1)	17.44
03072 - Computer Programmer II (1)	21.93
03073 - Computer Programmer III (1)	26.74
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.23
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.90
05010 - Automotive Glass Installer	17.82
05040 - Automotive Worker	17.04
05070 - Electrician, Automotive	18.03
05100 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	18.78
05160 - Motor Equipment Metal Worker	16.97
05190 - Motor Vehicle Mechanic	17.55
05220 - Motor Vehicle Mechanic Helper	15.13
05250 - Motor Vehicle Upholstery Worker	16.29
05280 - Motor Vehicle Wrecker	16.97
05310 - Painter, Automotive	18.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	14.51
05400 - Transmission Repair Specialist	18.76
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.63
07010 - Baker	13.17
07041 - Cook I	12.14
07042 - Cook II	13.37
07070 - Dishwasher	9.35
07130 - Meat Cutter	16.19
07250 - Waiter/Waitress	10.49
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.37
09040 - Furniture Handler	12.48
09070 - Furniture Refinisher	17.37
09100 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	17.37
11030 - General Services and Support Occupations	

11030 - Cleaner, Vehicles	10.47
11060 - Elevator Operator	10.75
11090 - Gardener	15.88
11121 - House Keeping Aid I	9.71
11122 - House Keeping Aid II	10.75
11150 - Janitor	12.41
11210 - Laborer, Grounds Maintenance	13.81
11240 - Maid or Houseman	9.71
11270 - Pest Controller	15.50
11300 - Refuse Collector	13.01
11330 - Tractor Operator	15.03
11360 - Window Cleaner	13.17
12000 - Health Occupations	
12020 - Dental Assistant	15.89
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.25
12071 - Licensed Practical Nurse I	15.78
12072 - Licensed Practical Nurse II	17.40
12073 - Licensed Practical Nurse III	19.95
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	14.10
12160 - Medical Record Clerk	14.10
12190 - Medical Record Technician	15.49
12221 - Nursing Assistant I	8.85
12222 - Nursing Assistant II	9.95
12223 - Nursing Assistant III	10.86
12224 - Nursing Assistant IV	12.18
12250 - Pharmacy Technician	13.90
12280 - Phlebotomist	12.82
12311 - Registered Nurse I	22.14
12312 - Registered Nurse II	26.76
12313 - Registered Nurse II, Specialist	26.76
12314 - Registered Nurse III	32.03
12315 - Registered Nurse III, Anesthetist	32.03
12316 - Registered Nurse IV	38.38
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.66
13011 - Exhibits Specialist I	17.72
13012 - Exhibits Specialist II	21.95
13013 - Exhibits Specialist III	26.85
13041 - Illustrator I	18.82
13042 - Illustrator II	23.31
13043 - Illustrator III	25.65
13047 - Librarian	27.91
13050 - Library Technician	14.11
13071 - Photographer I	14.36
13072 - Photographer II	18.10
13073 - Photographer III	22.40
13074 - Photographer IV	26.78
13075 - Photographer V	27.87
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.80
15030 - Counter Attendant	8.80
15040 - Dry Cleaner	11.69
15070 - Finisher, Flatwork, Machine	8.80
15090 - Presser, Hand	8.80
15100 - Presser, Machine, Drycleaning	8.80
15130 - Presser, Machine, Shirts	8.80
15160 - Presser, Machine, Wearing Apparel, Laundry	8.80
15190 - Sewing Machine Operator	12.40
15220 - Tailor	12.95

15250 - Washer, Machine	9.78
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.03
19040 - Tool and Die Maker	22.00
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.17
21020 - Material Coordinator	19.87
21030 - Material Expediter	19.87
21040 - Material Handling Laborer	13.73
21050 - Order Filler	11.79
21071 - Forklift Operator	14.57
21080 - Production Line Worker (Food Processing)	16.44
21100 - Shipping/Receiving Clerk	15.84
21130 - Shipping Packer	15.84
21140 - Store Worker I	10.39
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.22
21210 - Tools and Parts Attendant	16.44
21400 - Warehouse Specialist	16.44
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.68
23040 - Aircraft Mechanic Helper	17.88
23050 - Aircraft Quality Control Inspector	26.97
23060 - Aircraft Servicer	18.86
23070 - Aircraft Worker	19.74
23100 - Appliance Mechanic	21.02
23120 - Bicycle Repairer	14.51
23125 - Cable Splicer	24.83
23130 - Carpenter, Maintenance	22.58
23140 - Carpet Layer	21.55
23160 - Electrician, Maintenance	25.86
23181 - Electronics Technician, Maintenance I	20.24
23182 - Electronics Technician, Maintenance II	21.32
23183 - Electronics Technician, Maintenance III	27.34
23260 - Fabric Worker	19.04
23290 - Fire Alarm System Mechanic	22.09
23310 - Fire Extinguisher Repairer	18.91
23340 - Fuel Distribution System Mechanic	21.89
23370 - General Maintenance Worker	19.93
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.66
23430 - Heavy Equipment Mechanic	21.75
23440 - Heavy Equipment Operator	23.62
23460 - Instrument Mechanic	22.80
23470 - Laborer	13.57
23500 - Locksmith	21.00
23530 - Machinery Maintenance Mechanic	21.76
23550 - Machinist, Maintenance	22.80
23580 - Maintenance Trades Helper	17.14
23640 - Millwright	23.19
23700 - Office Appliance Repairer	21.64
23740 - Painter, Aircraft	21.02
23760 - Painter, Maintenance	21.02
23790 - Pipefitter, Maintenance	24.44
23800 - Plumber, Maintenance	23.25
23820 - Pneudraulic Systems Mechanic	22.80
23850 - Rigger	22.80
23870 - Scale Mechanic	20.88
23890 - Sheet-Metal Worker, Maintenance	24.84
23910 - Small Engine Mechanic	19.93
23930 - Telecommunication Mechanic I	24.87
23931 - Telecommunication Mechanic II	26.18

23950 - Telephone Lineman	24.84
23960 - Welder, Combination, Maintenance	21.89
23965 - Well Driller	21.89
23970 - Woodcraft Worker	21.89
23980 - Woodworker	18.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.76
24580 - Child Care Center Clerk	14.68
24600 - Chore Aid	9.82
24630 - Homemaker	17.62
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.43
25040 - Sewage Plant Operator	19.13
25070 - Stationary Engineer	21.43
25190 - Ventilation Equipment Tender	16.59
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
(not set) - Police Officer	22.54
27004 - Alarm Monitor	15.11
27006 - Corrections Officer	21.11
27010 - Court Security Officer	21.11
27040 - Detention Officer	21.11
27070 - Firefighter	20.98
27101 - Guard I	10.99
27102 - Guard II	16.46
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.88
28020 - Hatch Tender	20.88
28030 - Line Handler	20.88
28040 - Stevedore I	20.32
28050 - Stevedore II	22.91
29000 - Technical Occupations	
21150 - Graphic Artist	26.49
29010 - Air Traffic Control Specialist, Center (2)	32.17
29011 - Air Traffic Control Specialist, Station (2)	22.19
29012 - Air Traffic Control Specialist, Terminal (2)	24.43
29023 - Archeological Technician I	15.43
29024 - Archeological Technician II	18.40
29025 - Archeological Technician III	22.79
29030 - Cartographic Technician	22.79
29035 - Computer Based Training (CBT) Specialist/ Instructor	29.11
29040 - Civil Engineering Technician	20.71
29061 - Drafter I	13.74
29062 - Drafter II	15.43
29063 - Drafter III	18.40
29064 - Drafter IV	22.79
29081 - Engineering Technician I	13.08
29082 - Engineering Technician II	16.12
29083 - Engineering Technician III	18.46
29084 - Engineering Technician IV	23.16
29085 - Engineering Technician V	28.24
29086 - Engineering Technician VI	34.16
29090 - Environmental Technician	20.27
29100 - Flight Simulator/Instructor (Pilot)	31.65
29160 - Instructor	25.30
29210 - Laboratory Technician	19.23
29240 - Mathematical Technician	21.92
29361 - Paralegal/Legal Assistant I	14.80
29362 - Paralegal/Legal Assistant II	19.02
29363 - Paralegal/Legal Assistant III	23.26

29364 - Paralegal/Legal Assistant IV	28.14
29390 - Photooptics Technician	24.29
29480 - Technical Writer	30.63
29491 - Unexploded Ordnance (UXO) Technician I	20.45
29492 - Unexploded Ordnance (UXO) Technician II	24.74
29493 - Unexploded Ordnance (UXO) Technician III	29.65
29494 - Unexploded (UXO) Safety Escort	20.45
29495 - Unexploded (UXO) Sweep Personnel	20.45
29620 - Weather Observer, Senior (3)	20.43
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.77
29622 - Weather Observer, Upper Air (3)	17.77
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.01
31260 - Parking and Lot Attendant	8.92
31290 - Shuttle Bus Driver	14.97
31300 - Taxi Driver	11.24
31361 - Truckdriver, Light Truck	14.97
31362 - Truckdriver, Medium Truck	17.71
31363 - Truckdriver, Heavy Truck	19.16
31364 - Truckdriver, Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.16
99030 - Cashier	8.89
99041 - Carnival Equipment Operator	11.52
99042 - Carnival Equipment Repairer	12.19
99043 - Carnival Worker	9.53
99050 - Desk Clerk	11.10
99095 - Embalmer	17.18
99300 - Lifeguard	10.75
99310 - Mortician	26.30
99350 - Park Attendant (Aide)	13.50
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.12
99500 - Recreation Specialist	17.60
99510 - Recycling Worker	15.74
99610 - Sales Clerk	11.76
99620 - School Crossing Guard (Crosswalk Attendant)	9.79
99630 - Sport Official	10.75
99658 - Survey Party Chief (Chief of Party)	21.98
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.99
99660 - Surveying Aide	14.59
99690 - Swimming Pool Operator	15.92
99720 - Vending Machine Attendant	13.66
99730 - Vending Machine Repairer	15.92
99740 - Vending Machine Repairer Helper	13.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and

Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.